
A BILL FOR AN ACT

To further amend sections 202, 204, and 205 of title 52 of the Code of the Federated States of Micronesia (Annotated), as amended by Public Law No. 18-114, to establish a National minimum wage for all employees of the Government of the Federated States of Micronesia, and for other purposes.

BE IT ENACTED BY THE CONGRESS OF THE FEDERATED STATES OF MICRONESIA:

1 Section 1. Section 202 of title 52 of the Code of the
2 Federated States of Micronesia (Annotated), as amended by
3 Public Law No. 18-114, is hereby further amended to read as
4 follows:

5 "Section 202. Statement of purpose.

6 (1) It is the declared purpose of the
7 Congress of the Federated States of Micronesia,
8 in establishing a salary plan, to provide a
9 single the base salary to be paid all employees
10 of the Government of the Federated States of
11 Micronesia in positions not specifically exempted
12 by section 117 of this title, regardless of their
13 nationality or form of employment.

14 (2) The Congress recognizes that, so long as
15 the Government of the Federated States of
16 Micronesia employs expatriate personnel, certain

1 premiums must be provided in addition to base
2 salary in order to attract and retain such
3 personnel. Therefore, it is the further purpose
4 of the Congress to establish reasonable standards
5 and limitations for determining such premiums.

6 (3) The Congress also hereby establishes a
7 National Minimum Wage by which no employee of the
8 Government of the Federated States of Micronesia,
9 including exempt and contract employees, shall be
10 paid less than \$257.60 biweekly or \$3.22 per
11 hour."

12 Section 2. Section 204 of title 52 of the Code of
13 the Federated States of Micronesia (Annotated), as amended
14 by Public Law No. 18-114 is hereby further amended, to
15 read as follows:

16 "Section 204. Applicability.
17 This chapter shall be applicable to all employees
18 and positions in the central Government of the
19 Federated States of Micronesia now existing or
20 hereafter established except those exempt from
21 the National Public Service System by the
22 provisions of section 117 of this title, except
23 insofar as other provisions of that chapter make

1 this chapter specifically applicable, and the
2 provisions mandating National minimum wage."

3 Section 3. Section 205 of title 52 of the Code of
4 the Federated States of Micronesia (Annotated), as amended
5 by Public Law No. 118-14 is hereby further amended to read
6 as follows:

7 "Section 205. Base Salary schedule of biweekly
8 salary rate.

Pay Level	Steps						
	1	2	3	4	5	6	7
1	\$137.46	\$141.46	\$145.46	\$149.46	\$154.26	\$159.06	\$163.86
2	141.46	145.46	149.46	154.26	159.06	163.86	169.46
3	145.46	149.46	154.26	159.06	163.86	169.46	175.06
4	149.46	154.26	159.06	163.86	169.46	175.06	181.46
5	154.26	159.06	163.86	169.46	175.06	181.46	187.86
6	159.06	163.86	169.46	175.06	181.46	187.86	195.06
7	163.86	169.46	175.06	181.46	187.86	195.06	202.26
8	169.46	175.06	181.46	187.86	195.06	202.26	210.26
9	175.06	181.46	187.86	195.06	202.26	210.26	218.26
10	181.46	187.86	195.06	202.26	210.26	218.26	227.06
11	187.86	195.06	202.26	210.26	218.26	227.06	236.66
12	195.06	202.26	210.26	218.26	227.06	236.66	246.26
13	202.26	210.26	218.26	227.06	236.66	246.26	256.66

Pay Level	Steps						
	1	2	3	4	5	6	7
14	210.26	218.26	227.06	236.66	246.26	256.66	267.86
15	218.26	227.06	236.66	246.26	256.66	267.86	279.86
16	227.06	236.66	246.26	256.66	267.86	279.86	291.86
17	236.66	246.26	256.66	267.86	279.86	291.86	304.66
18	246.26	256.66	267.86	279.86	291.86	304.66	318.26
19	256.66	267.86	279.86	291.86	304.66	318.26	332.66
20	267.86	279.86	291.86	304.66	318.26	332.66	347.86
21	279.86	291.86	304.66	318.26	332.66	347.86	364.66
22	291.86	304.66	318.26	332.66	347.86	364.66	382.26
23	304.66	318.26	332.66	347.86	364.66	382.26	400.66
24	318.26	332.66	347.86	364.66	382.26	400.66	420.66
25	332.66	347.86	364.66	382.26	400.66	420.66	441.46
26	347.86	364.66	382.26	400.66	420.66	441.46	463.86
27	364.66	382.26	400.66	420.66	441.46	463.86	487.06
28	382.26	400.66	420.66	441.46	463.86	487.06	511.86
29	400.66	420.66	441.46	463.86	487.06	511.86	538.26
30	420.66	441.46	463.86	487.06	511.86	538.26	566.26
31	441.46	463.86	487.06	511.86	538.26	566.26	595.86
32	463.86	487.06	511.86	538.26	566.26	595.86	627.06
33	487.06	511.86	538.26	566.26	595.86	627.06	660.66
34	511.86	538.26	566.26	595.86	627.06	660.66	695.86
35	538.26	566.26	595.86	627.06	660.66	695.86	733.46
36	566.26	595.86	627.06	660.66	695.86	733.46	773.46

Pay Level	Steps						
	1	2	3	4	5	6	7
37	595.86	627.06	660.66	695.86	733.46	773.46	815.86
38	627.06	660.66	695.86	733.46	773.46	815.86	860.66
39	660.66	695.86	733.46	773.46	815.86	860.66	
40	695.86	733.46	773.46	815.86	860.66		
41	733.46	773.46	815.86	860.66			
42	773.46	815.86	860.66				

Pay Level	Steps						
	1	2	3	4	5	6	7
1	<u>\$257.60</u>	<u>\$261.60</u>	<u>\$265.60</u>	<u>\$269.60</u>	<u>\$274.40</u>	<u>\$279.20</u>	<u>\$284.00</u>
2	<u>\$261.60</u>	<u>\$265.60</u>	<u>\$269.60</u>	<u>\$274.40</u>	<u>\$279.17</u>	<u>\$283.97</u>	<u>\$289.57</u>
3	<u>\$265.60</u>	<u>\$269.60</u>	<u>\$274.40</u>	<u>\$279.17</u>	<u>\$283.97</u>	<u>\$289.57</u>	<u>\$295.17</u>
4	<u>\$269.60</u>	<u>\$274.40</u>	<u>\$279.17</u>	<u>\$283.97</u>	<u>\$289.57</u>	<u>\$295.17</u>	<u>\$301.57</u>
5	<u>\$274.40</u>	<u>\$279.17</u>	<u>\$283.97</u>	<u>\$289.57</u>	<u>\$295.17</u>	<u>\$301.57</u>	<u>\$307.97</u>
6	<u>\$279.17</u>	<u>\$283.97</u>	<u>\$289.57</u>	<u>\$295.17</u>	<u>\$301.57</u>	<u>\$307.97</u>	<u>\$315.17</u>
7	<u>\$283.97</u>	<u>\$289.57</u>	<u>\$295.17</u>	<u>\$301.57</u>	<u>\$307.97</u>	<u>\$315.17</u>	<u>\$322.37</u>
8	<u>\$289.57</u>	<u>\$295.17</u>	<u>\$301.57</u>	<u>\$307.97</u>	<u>\$315.17</u>	<u>\$322.37</u>	<u>\$330.37</u>
9	<u>\$295.17</u>	<u>\$301.57</u>	<u>\$307.97</u>	<u>\$315.17</u>	<u>\$322.37</u>	<u>\$330.37</u>	<u>\$338.37</u>
10	<u>\$301.57</u>	<u>\$307.97</u>	<u>\$315.17</u>	<u>\$322.37</u>	<u>\$330.37</u>	<u>\$338.37</u>	<u>\$347.17</u>
11	<u>\$307.97</u>	<u>\$315.17</u>	<u>\$322.37</u>	<u>\$330.37</u>	<u>\$338.37</u>	<u>\$347.17</u>	<u>\$356.77</u>
12	<u>\$315.17</u>	<u>\$322.37</u>	<u>\$330.37</u>	<u>\$338.37</u>	<u>\$347.17</u>	<u>\$356.77</u>	<u>\$366.37</u>
13	<u>\$322.37</u>	<u>\$330.37</u>	<u>\$338.37</u>	<u>\$347.17</u>	<u>\$356.77</u>	<u>\$366.37</u>	<u>\$376.77</u>
14	<u>\$330.37</u>	<u>\$338.37</u>	<u>\$347.17</u>	<u>\$356.77</u>	<u>\$366.37</u>	<u>\$376.77</u>	<u>\$387.97</u>

Pay	Steps						
	Level	1	2	3	4	5	6
15	<u>\$338.37</u>	<u>\$347.17</u>	<u>\$356.77</u>	<u>\$366.37</u>	<u>\$376.77</u>	<u>\$387.97</u>	<u>\$399.97</u>
16	<u>\$347.17</u>	<u>\$356.77</u>	<u>\$366.37</u>	<u>\$376.77</u>	<u>\$387.97</u>	<u>\$399.97</u>	<u>\$411.97</u>
17	<u>\$356.77</u>	<u>\$366.37</u>	<u>\$376.77</u>	<u>\$387.97</u>	<u>\$399.97</u>	<u>\$411.97</u>	<u>\$424.77</u>
18	<u>\$366.37</u>	<u>\$376.77</u>	<u>\$387.97</u>	<u>\$399.97</u>	<u>\$411.97</u>	<u>\$424.77</u>	<u>\$438.37</u>
19	<u>\$376.77</u>	<u>\$387.97</u>	<u>\$399.97</u>	<u>\$411.97</u>	<u>\$424.77</u>	<u>\$438.37</u>	<u>\$452.77</u>
20	<u>\$387.97</u>	<u>\$399.97</u>	<u>\$411.97</u>	<u>\$424.77</u>	<u>\$438.37</u>	<u>\$452.77</u>	<u>\$467.97</u>
21	<u>\$399.97</u>	<u>\$411.97</u>	<u>\$424.77</u>	<u>\$438.37</u>	<u>\$452.77</u>	<u>\$467.17</u>	<u>\$483.97</u>
22	<u>\$411.97</u>	<u>\$424.77</u>	<u>\$438.37</u>	<u>\$452.77</u>	<u>\$467.17</u>	<u>\$483.97</u>	<u>\$501.57</u>
23	<u>\$424.77</u>	<u>\$438.37</u>	<u>\$452.77</u>	<u>\$467.17</u>	<u>\$483.97</u>	<u>\$501.57</u>	<u>\$519.97</u>
24	<u>\$438.37</u>	<u>\$452.77</u>	<u>\$467.17</u>	<u>\$483.97</u>	<u>\$501.57</u>	<u>\$519.97</u>	<u>\$539.97</u>
25	<u>\$452.77</u>	<u>\$467.17</u>	<u>\$483.97</u>	<u>\$501.57</u>	<u>\$519.97</u>	<u>\$539.97</u>	<u>\$560.77</u>
26	<u>\$467.17</u>	<u>\$483.97</u>	<u>\$501.57</u>	<u>\$519.97</u>	<u>\$539.97</u>	<u>\$560.77</u>	<u>\$583.17</u>
27	<u>\$483.97</u>	<u>\$501.57</u>	<u>\$519.97</u>	<u>\$539.97</u>	<u>\$560.77</u>	<u>\$583.17</u>	<u>\$606.37</u>
28	<u>\$501.57</u>	<u>\$519.97</u>	<u>\$539.97</u>	<u>\$560.77</u>	<u>\$583.17</u>	<u>\$606.37</u>	<u>\$631.17</u>
29	<u>\$519.97</u>	<u>\$539.97</u>	<u>\$560.77</u>	<u>\$583.17</u>	<u>\$606.37</u>	<u>\$631.17</u>	<u>\$657.57</u>
30	<u>\$539.97</u>	<u>\$560.77</u>	<u>\$583.17</u>	<u>\$606.37</u>	<u>\$631.17</u>	<u>\$657.57</u>	<u>\$685.57</u>
31	<u>\$560.77</u>	<u>\$583.17</u>	<u>\$606.37</u>	<u>\$631.17</u>	<u>\$657.57</u>	<u>\$685.57</u>	<u>\$715.17</u>
32	<u>\$583.17</u>	<u>\$606.37</u>	<u>\$631.17</u>	<u>\$657.57</u>	<u>\$685.57</u>	<u>\$715.17</u>	<u>\$746.37</u>
33	<u>\$606.37</u>	<u>\$631.17</u>	<u>\$657.57</u>	<u>\$685.57</u>	<u>\$715.17</u>	<u>\$746.37</u>	<u>\$779.97</u>
34	<u>\$631.17</u>	<u>\$657.57</u>	<u>\$685.57</u>	<u>\$715.17</u>	<u>\$746.37</u>	<u>\$779.97</u>	<u>\$815.17</u>
35	<u>\$657.57</u>	<u>\$685.57</u>	<u>\$715.17</u>	<u>\$746.37</u>	<u>\$779.97</u>	<u>\$815.17</u>	<u>\$852.77</u>
36	<u>\$685.57</u>	<u>\$715.17</u>	<u>\$746.37</u>	<u>\$779.97</u>	<u>\$815.17</u>	<u>\$852.77</u>	<u>\$892.77</u>
37	<u>\$715.17</u>	<u>\$746.37</u>	<u>\$779.97</u>	<u>\$815.17</u>	<u>\$852.77</u>	<u>\$892.77</u>	<u>\$935.17</u>

<u>Pay</u>	<u>Steps</u>						
<u>Level</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
<u>38</u>	<u>\$746.37</u>	<u>\$779.97</u>	<u>\$815.17</u>	<u>\$852.77</u>	<u>\$892.77</u>	<u>\$935.17</u>	<u>\$979.97</u>
<u>39</u>	<u>\$779.97</u>	<u>\$815.17</u>	<u>\$852.77</u>	<u>\$892.77</u>	<u>\$935.17</u>	<u>\$979.97</u>	
<u>40</u>	<u>\$815.17</u>	<u>\$852.77</u>	<u>\$892.77</u>	<u>\$935.17</u>	<u>\$979.97</u>		
<u>41</u>	<u>\$852.77</u>	<u>\$892.77</u>	<u>\$935.17</u>	<u>\$979.97</u>			
<u>42</u>	<u>\$892.77</u>	<u>\$935.17</u>	<u>\$979.97</u>				

The provisions of this schedule shall not operate to decrease the base salary biweekly rate of employees employed on the effective date of the amending Act codified in this section. Furthermore, the base salary biweekly rate of such employees shall not be increased beyond the rate in effect on the effective date of the amending Act codified in this section."

Section 4. This act shall become law upon approval by the President of the Federated States of Micronesia or upon its becoming law without such approval.

Date: 2/25/16

Introduced by: /s/ Robson U. Romolow
Robson U. Romolow